EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period $\frac{4/01/08}{100}$ to $\frac{3/31/09}{100}$.

- 1) Employment Unit: KTVT (CBS Stations Group of Texas LP); KTXA (Television Station KTXA LP)
- 2) Unit Members (Stations and Communities of License): KTVT CBS 11 / KTXA 21
- 3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number: (817) 451-1111
5233 Bridge Street Fort Worth, TX 76103	Contact Person: Vonne Velez
	E-mail Address: Vonnev@ktvt.com

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

- 1. New Business Account Executive
- 2. KTXA Sales Assistant
- 3. Traffic Coordinator
- 4. FW New Business Development Manager
- Executive Producer
- 6. New Business Account Executive
- 7. Digital Sales Manager
- 8. KTXA Local Sales Manager
- 9. Director of Client Service Production
- 10. New Business Account Executive
- 11. New Business Account Executive

5) Job Title: New Business Account Executive Referral Source(s) of Hiree(s): <u>Industry Referral</u>

5) Job Title: <u>New Business Ac</u>	count Executive		Reierrai So	urce(s) of Hiree(s): <u>ind</u> EMAIL ADDRESS/WEB	Did Recruitment Source Request
NAME	CONTACT PERSON	PHONE #	FAX#	SITE	Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
	D. J Coloner	817.336.2491	817.877.4034	bselman@fortworthchamb er.com	No
Fort Worth CoC - Job Links	Barbara Selman	817.330.2491	017.077.4004	Gricom	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	
		817.429.2323,		aicct@aicct.com	Yes
American Indian CoC American Women in Radio and	Diana Woodward	x11		aicci@aicci.com	Yes
Television (AWRT)	Amy Lotz			alotz@awrt.org	No
	Trick Dibanak			Trish@cynopsis.com	
Cynthia's Cynopsis	Trish Pihonak			money cyntop stersom	Yes
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	_	No
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024	_	
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	_	No
				tpatterson@dallasconcilio.	Yes
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	org	Yes
Dallas County Community Colleges				www.collegecentral.com	
	Monique	214.915.4682	214.915.4601		Yes
Dallas Urban League	Johnson	214.915.4002	214.913.4001	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	_	No
A timigton thepathe ese					No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhcoc@hotmail.com	No
	Gloria Martinez			gloria.martinez@fwhcc.org	Yes
Fort Worth Hispanic CoC	or William Giron	817.625.5411		or william.giron@fwhcc.org	No
Grand Prairie Hispanic CoC			972.642.4116		
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		Yes
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
	N/A		N/A	www.cbs11tv.com	N/A
KTVT/KTXA Web Site	IVA			lonestaremmy@sbcglobal.	No
Lone Star Emmy				net secretary@naacpdallas.or	Yes
NAACP -Dallas	Andrea Clark	214.394.7779		g	No
San Antonio Hispanic CoC	·	210.225.0462	210.225.2485	-	
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
					No
TAB TVJobs.Com				www.tab.org www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
OTA Galeel Services				Carcers(wuta.euu	Yes
Women's Center of Tarrant County			817.927.0694		

5) Job Title: KTXA Sales Assistant Referral Source(s) of Hiree(s): Industry Referral

African American CoC Afrington	5) Job Title: KTXA Sales Assi	Source(s) of infec(s).	Did Recruitment Source Request			
African American CoC of Afrington All Asian American CoC All Asian American CoC All Asian American CoC B17.478.788 B17.485.061 Isseiman@ficinscorthchamb No	NAME	CONTACT PERSON	PHONE#	FAX#	EMAIL ADDRESS / WEB SITE	Notification? (Yes/No)
State	African American CoC of Arlington		817.688.8225	817.472.6368		
Fort Worth CoC _ Job Links			817.475.4783	817.485.1061		
Sequence Dallas Asian American CoC		Barbara Selman	817.336.2491	817.877.4034		
American Normer in Radio and Trienkrick and American Women in Radio and Trienkrick (American Women in Radio and Trienkrick) Amy Lotz						1.0
American Indian CoC American More in Radio and Television (AWRT) Cynthia's Cynopsis Dallas Black CoC Camen Humble 214.421.5200 224.421.5510 Denton Black CoC Denton Black CoC Heart of Texas Black CoC Heart of Texas Black CoC Heart of Texas Black CoC Best Southwest CoC Best Southwest CoC Best Southwest CoC Dallas Concillio Dal	Greater Dallas Asian American CoC			972.241.8270	info@gdaacc	Yes
American Women in Radio and Television (AWRT) Amy Lotz Salotz@sent org No	American Indian CoC	Diana Woodward			aicct@aicct.com	
Cynthia's Cynopais	American Women in Radio and	Amus Lotz			alotz@awrt org	Yes
Dallas Black CoC	Television (AWRT)	Amy Loiz			uioz (gami.org	No
Dallas Black CoC	Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	Vac
Denton Black CoC	Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	
Soft Worth Metropolitan Black CoC 817.756.0933 254.412.0988 No			940 347 3252	940 382 9695		No
Heart of Texas Black CoC			940.547.5252		<u> </u>	No
Best Southwest CoC			817 756 0933			No
Metro Crest CoC - Carolition						No
Dallas Concilio	Best Southwest CoC				-	No
Dallas County Community Colleges	Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	tpatterson@dallasconcilio.	Yes
Dallas County Community Colleges	Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485		
Dallas Urhan League Johnson 214.915.4682 214.915.4601 Yes DFW Association of Black Communicators Artlington Hispanic CoC Paulene 469.688.7636 817.795.9499 No Denton Hispanic CoC Gloria Martinez or William Giron Fort William Giron Grad Prairie Hispanic CoC Myra Mendoza 214.521.6007 214.520.1687 Greater Dallas Hispanic CoC Myra Mendoza 214.521.6007 214.520.1687 Greater Dallas Korean American CoC Myra Mendoza 214.394.7779 San Antonio Hispanic CoC 210.225.0462 210.225.2485 SMU Michele Houston Spots N' Dots April Causey X1 Survey State					callege central com	Yes
Dallas Urban League Johnson 214.915.4682 214.915.4601 Yes	Dallas County Community Colleges	Monique			www.coilegecentral.com	Yes
DFW Association of Black	Dallas Urban League		214.915.4682	214.915.4601		Vos
Artlington Hispanic CoC					info@dfwabc.org	tes
No Central Texas Hispanic CoC - Waco 254.754.7111 254.754.3456 No Denton Hispanic CoC 940.565.1919 940.565.1917 dentonhcoc@hotmail.com yes or William Giron 817.625.5411 972.642.4116 Or William.giron@fwhice.org Or William.giron@fwhice.org No Grand Prairie Hispanic CoC 512.476.7502 512.476.6417 Yes Greater Dallas Hispanic CoC Myra Mendoza 214.521.6007 214.520.1687 Yes Greater Dallas Korean American CoC 972.488.2224 972.488.2226 gdkacc@yahoo.com No Greater Dallas Korean American CoC 972.488.2224 972.488.2226 gdkacc@yahoo.com Ni/A www.cbs11tv.com Ni/A www.cbs11tv.com Ni/A lone Star Emmy lonestaremmy@sbcolobal.		Paulone	460 688 7636	817 795 9499	into(e) attivable.org	No
Denton Hispanic CoC Fort Worth Hispanic CoC Gloria Martinez or William Giron Grand Prairie Hispanic CoC Grand Prairie Hispanic CoC Greater Austin Hispanic CoC Greater Dallas Hispanic CoC KTVT/KTXA Web Site N/A Lone Star Emmy No Michele Houston San Antonio Hispanic CoC Shull Michele Houston Spots N' Dots April Causey TAB TVJobs.Com UTA Career Services Gloria Martinez 940.565.1919 940.565.1917 dentonhoco@hotmail.com gloria.martinez@hwhcc.org yres gloria.martinez@hwhcc.org yres gloria.martinez@hwhcc.org yres yes gruilliam giron@hwhcc.org yres yes gloria.martinez@hwhcc.org yres yes gloria.martinez@hwhcc.org yres yes gloria.martinez@hwhcc.org yres yes gloria.martinez@hwhcc.org yes yes yes yes Yes Yes 4 No Sp12.476.7502 512.476.7502 512.476.6417 214.520.1687 Yes Alva Www.cbs11tv.com N/A No Inestaremmy@sbcglobal. No secretary@naacpdallas.or yes gloria.martinez@hwhcc.org yes gloria.martinez@hwhcc.org No No Sp14.520.1687 Yes 10.0estaremmy@sbcglobal. No secretary@naacpdallas.or yes gloria.martinez@hwhcc.org No No Sp14.520.1687 Yes 10.0estaremmy@sbcglobal. No Secretary@naacpdallas.or yes gloria.martinez@hwhcc.org No No Sp15.515.6378 Yes TCU Career Services No TAB Www.tab.org No Www.tbjobs.com No UTA Career Services Ves	Artlington Hispanic CoC	Paulene	409.000.7030	017.795.9499	-	No
Denton Hispanic CoC	Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Fort Worth Hispanic CoC	Denton Hispanic CoC		940.565.1919	940.565.1917		
Strand Prairie Hispanic CoC 972.642.4116 972.			917 625 5411		gloria.martinez@fwhcc.org	Yes
Greater Austin Hispanic CoC S12.476.7502 S12.476.6417 Yes	Fort Worth Hispanic CoC	Of William Giron	817.023.3411		Of Williamsgromes Wilco.org	No
Greater Dallas Hispanic CoC Myra Mendoza 214.521.6007 214.520.1687	Grand Prairie Hispanic CoC			972.642.4116		
Greater Dallas Korean American CoC KTVT/KTXA Web Site N/A Lone Star Emmy NAACP - Dallas Andrea Clark San Antonio Hispanic CoC Sypts N' Dots Tarrant County Colleges TCU Career Services TAB TVJobs.Com UTA Career Services N/A N/A N/A N/A N/A N/A N/A N/	Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	Yes
Greater Dallas Korean American CoC 972.488.2224 972.488.2226 gdkacc@yahoo.com KTVT/KTXA Web Site N/A N/A www.cbs11tv.com N/A Lone Star Emmy Ionestaremmy@sbcglobal.net No NAACP -Dallas Andrea Clark 214.394.7779 g Yes San Antonio Hispanic CoC 210.225.0462 210.225.2485 Yes SMU Michele Houston 888.884.2630 mhouston@smu.edu No Spots N' Dots April Causey x1 april@spotsndots.com Yes Tarrant County Colleges 817.515.6378 Yes No TAB www.tab.org No TVJobs.Com www.tyjobs.com No UTA Career Services careers@uta.edu No	Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		No
Lone Star Emmy NAACP -Dallas Andrea Clark 214.394.7779 San Antonio Hispanic CoC Spots N' Dots Tarrant County Colleges TCU Career Services TAB TVJobs.Com UTA Career Services INA Ionestaremmy@sbcglobal. net secretary@naacpdallas.or yes 210.225.0462 210.225.2485 Secretary@naacpdallas.or yes 100.225.2485 No secretary@naacpdallas.or yes 100.225.2485 Andrea Clark 214.394.7779 210.225.2485 Secretary@naacpdallas.or yes 100.225.2485 No april@spotsndots.com No www.tab.org No Ves 100.225.2485 No april@spotsndots.com No www.tab.org No Careers@uta.edu No Ves	Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	NO
Lone Star Emmy NAACP -Dallas Andrea Clark 214.394.7779 San Antonio Hispanic CoC SMU Michele Houston Spots N' Dots Tarrant County Colleges TCU Career Services TVAB TVJobs.Com UTA Career Services INO Secretary@naacpdallas.or 210.225.0462 210.225.2485 210.225.2485 Secretary@naacpdallas.or g No No April Causey X1 Secretary@naacpdallas.or g No April Causey X1 Secretary@naacpdallas.or April Causey Yes No April Causey X1 Secretary@naacpdallas.or April Causey Yes No April Causey X1 Secretary@naacpdallas.or Yes No April Causey No April Causey X1 Secretary@naacpdallas.or Yes No April Causey No April Causey X1 Secretary@naacpdallas.or Yes No April Causey No April Causey X1 Secretary@naacpdallas.or Yes No No Careers@uta.edu No Yes	KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
NAACP - Dallas						No
San Antonio Hispanic CoC 210.225.0462 210.225.2485 No SMU Michele Houston 888.884.2630 x1 mhouston@smu.edu No Spots N' Dots April Causey x1 april@spotsndots.com Yes Tarrant County Colleges 817.515.6378 No No TCU Career Services careerservices@tcu.edu No TAB www.tab.org No TVJobs.Com www.tyjobs.com No UTA Career Services careers@uta.edu Yes		Andrea Clark	214 394 7779		secretary@naacpdallas.or	Yes
SMU Michele Houston mhouston@smu.edu Yes Spots N' Dots April Causey x1 april@spotsndots.com Yes Tarrant County Colleges 817.515.6378 No TCU Career Services Careerservices@tcu.edu No TAB www.tab.org No TVJobs.Com Www.tvjobs.com No UTA Career Services careers@uta.edu No Yes		Aligiea Glaik		210.225.2485	3	No
Spots N' Dots		Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			I .			No
Tarrant County Colleges		April Causey	X1	047.545.0070	aprii@spotsndots.com	Yes
TAB www.tab.org No TVJobs.Com www.tvjobs.com No UTA Career Services careers@uta.edu Yes	l arrant County Colleges			017.515.0378	-	No
TAB www.tab.org TVJobs.Com No UTA Career Services careers@uta.edu Yes	TCU Career Services				careerservices@tcu.edu	No
UTA Career Services	TAB				www.tab.org	
UTA Career Services <u>careers@uta.edu</u> Yes	TVJobs.Com				www.tvjobs.com	
	UTA Career Services				careers@uta.edu	
Women's Center of Tarrant County	Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: Traffic Coordinator Referral Source(s) of Hiree(s): <u>Industry Referral</u>

5) Job Title: Traffic Coordinator Referral Sci				ource(s) of Hiree(s): Indi	Did Recruitment Source Request
NAME	CONTACT PERSON	PHONE #	FAX#	EMAIL ADDRESS / WEB SITE	Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamb er.com	No No
					140
Greater Dallas Asian American CoC		972.241.8250 817.429.2323,	972.241.8270	info@gdaacc	Yes
American Indian CoC	Diana Woodward	x11		aicct@aicct.com	
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Television (AVVI.)	Arriy Lotz				No
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
	Cumon riamere		940.382.9695		No
Denton Black CoC		940.347.3252	817.332.6438	-	No
Fort Worth Metropolitan Black CoC Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
		972.780.4999	972.293.9024	-	No
Best Southwest CoC				-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	tpatterson@dallasconcilio.	Yes
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	org	Yes
Dallas County Community Colleges				www.collegecentral.com	res
Dallas County Community Colleges	Monique			WW.conegocontral.com	Yes
Dallas Urban League	Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black				info@dfwabc.org	
Communicators Arthurston Hispania CoC	Paulene	469.688.7636	817.795.9499	intote drivabe.org	No
Artlington Hispanic CoC	Paulene	409.000.7030	017.795.9499	=	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	_	
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhcoc@hotmail.com	No
	Gloria Martinez		040.000.1017	gloria.martinez@fwhcc.org	Yes
Fort Worth Hispanic CoC	or William Giron	817.625.5411		or william.giron@fwhcc.org	No
Grand Prairie Hispanic CoC			972.642.4116		
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	_	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A	012.100.2221	N/A	www.cbs11tv.com	N/A
KTV1/KTXA Web Oile	107			lonestaremmy@sbcglobal.	No
Lone Star Emmy				net secretary@naacpdallas.or	Yes
NAACP -Dallas	Andrea Clark	214.394.7779		g g	
San Antonio Hispanic CoC		210.225.0462	210.225.2485	_	No
SMU	Michele Houston			mhouston@smu.edu	Yes
		888.884.2630			No
Spots N' Dots	April Causey	x1	047 545 0070	april@spotsndots.com	Yes
Tarrant County Colleges			817.515.6378	<u> </u>	No
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	
TVJobs.Com				www.tvjobs.com	No No
UTA Career Services				careers@uta.edu	Yes
Women's Center of Tarrant County	k		817.927.0694		103

5) Job Title: FW New Business Development Manager	Referral Source(s) of Hiree(s): <u>Internal Posting</u>
No external posting conducted.	

5) Job Title: Executive Producer Referral Source(s) of Hiree(s): Current Employee Referral

5) Job Title: Executive Production NAME	CONTACT PERSON	PHONE #	FAX#	EMAIL ADDRESS / WEB	Did Recruitment Source Request Notification? (Yes/No)
Asian American CoC of Arlington	TEROOR	817.688.8225	817.472.6368		No
African American CoC of Arlington All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamb er.com	No No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	Yes
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	
American Momen in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes Yes
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		No
Denton Black CoC		940.347.3252	940.382.9695		
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No No
Best Southwest CoC		972.780.4999	972.293.9024		
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio. org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black				info@dfugho org	Yes
Communicators		400 000 7000	947 705 0400	info@dfwabc.org	No
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		N ₂
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhcoc@hotmail.com	No
	Gloria Martinez			gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Fort Worth Hispanic CoC	or William Giron	817.625.5411		of william.giron@iwncc.org	No
Grand Prairie Hispanic CoC			972.642.4116		
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		Yes
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal. net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.or	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: New Business Account Executive Referral Source(s) of Hiree(s): <u>Industry Referral</u>

5) Job Title: New Business Acc	CONTACT		FAX#	ource(s) of Hiree(s): <u>Ind</u> EMAIL ADDRESS / WEB	Did Recruitment Source Reques
NAME	PERSON	PHONE #	FAX#	SITE	Notification? (Yes/No) No
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061	bselman@fortworthchamb	No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	er.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	Yes
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	_	Yes
		940.347.3252	940.382.9695		No
Denton Black CoC Fort Worth Metropolitan Black CoC		940.547.5252	817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
					No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	tpatterson@dallasconcilio.	Yes
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	org org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Artington Hispanic Goo	1 adione	400.000.1000	017.11 00.0 100	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhcoc@hotmail.com	
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116	-	No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy	14/1		[]	lonestaremmy@sbcglobal.	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.or	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges	/ ipin Oddsey	^'	817.515.6378	aprille opotoriuoto.com	Yes
			211.0.0.0070	ograniana@tau = d	No
TCU Career Services TAB				careerservices@tcu.edu www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
					No
UTA Career Services				careers@uta.edu	1

5) Job Title: <u>Digital Sales Manager</u> R	tef	ferral Source(s) of Hiree(s):	Internal Transfer
No external posting conducted.			

5) Job Title: KTXA Local Sales Manager Referral Source(s) of Hiree(s): Employee Referral

		Keler		
CONTACT PERSON	PHONE #	FAX#	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
	817.688.8225	817.472.6368		No
	817.475.4783	817.485.1061		No
Barbara Selman	817.336.2491	817.877.4034	<u>bselman@fortworthchamb</u> <u>er.com</u>	No No
	972.241.8250	972.241.8270	info@gdaacc	
Diana Woodward	,		aicct@aicct.com	Yes
			alotz@awrt.org	Yes
			Trish@cynonsis com	No
	214.421.5200	214.421.5510	тізпосупорзіз.соті	Yes
		040 382 0605	-	No
	940.347.3232			No
	817 756 0033			No
			-	No
				No
	972.416.7874	972.416.6600	tpatterson@dallasconcilio.	Yes
Toni Patterson	214.818.0481	214.818.0485	org	Yes
Maniaus			www.collegecentral.com	Yes
Johnson	214.915.4682	214.915.4601		
			info@dfwabc.org	Yes
Paulene	469.688.7636	817.795.9499		No
				No
				No
Gloria Martinez	940.565.1919	940.565.1917	gloria.martinez@fwhcc.org	Yes
or William Giron	817.625.5411		or william.giron@fwhcc.org	No
		972.642.4116		110
ļ	512.476.7502	512.476.6417		Yes
Myra Mendoza	214.521.6007	214.520.1687		
	972.488.2224	972.488.2226	gdkacc@yahoo.com	No
N/A		N/A	www.cbs11tv.com	N/A
-			lonestaremmy@sbcglobal.	No
Andrea Clark	214.394.7779		secretary@naacpdallas.or	Yes
	210.225.0462	210.225.2485	_	No
Michele Houston			mhouston@smu.edu	Yes
April Causev	1		april@spotspdots.com	No
1		817.515.6378	<u> </u>	Yes
			careersen/ices@tou.edu	No
				No
			www.tvjobs.com	No
	į .			
			careers@uta.edu	No
	Barbara Selman Diana Woodward Amy Lotz Trish Pihonak Carmen Humble Toni Patterson Monique Johnson Paulene Gloria Martinez or William Giron Myra Mendoza N/A Andrea Clark	CONTACT PERSON PHONE # 817.688.8225 817.475.4783 Barbara Selman 817.336.2491 972.241.8250 817.429.2323, x11 Amy Lotz X11 Trish Pihonak 214.421.5200 940.347.3252 940.347.3252 817.756.0933 972.780.4999 972.416.7874 7701 Patterson 214.818.0481 Monique Johnson 214.915.4682 Paulene 469.688.7636 254.754.7111 940.565.1919 Gloria Martinez or William Giron 817.625.5411 512.476.7502 Myra Mendoza 214.521.6007 972.488.2224 N/A Andrea Clark 214.394.7779 210.225.0462 Michele Houston 888.884.2630	CONTACT PERSON PHONE # FAX # 817.688.8225 817.472.6368 817.475.4783 817.485.1061 Barbara Selman 817.336.2491 817.877.4034 972.241.8250 972.241.8270 Diana Woodward 817.429.2323, x11 Amy Lotz 214.421.5200 214.421.5510 Garmen Humble 214.421.5200 214.421.5510 940.347.3252 940.382.9695 817.332.6438 817.756.0933 254.412.0988 972.780.4999 972.293.9024 972.416.7874 972.416.6600 Toni Patterson 214.818.0481 214.818.0485 Monique Johnson 214.915.4682 214.915.4601 Paulene 469.688.7636 817.795.9499 254.754.7111 254.754.3456 940.565.1919 940.565.1917 Gloria Martinez or William Giron 817.625.5411 972.642.4116 512.476.6417 Myra Mendoza 214.521.6007 214.520.1687 972.488.2224 972.488.2226 N/A N/A	CONTACT PHONE # FAX # EMAIL ADDRESS / WEB SITE

5) Job Title: <u>Director of Production</u>

No external posting conducted.

Referral Source(s) of Hiree(s): <u>Internal Posting</u>

5) Job Title: Assistant Production Director
No external posting conducted.

Referral Source(s) of Hiree(s): Employee Promotion

5) Job Title: Director, Client Service Production Referral Source(s) of Hiree(s): <u>Previous Employee Rehire</u>

) Job Title: <u>Director, Client S</u> NAME	CONTACT PERSON	PHONE #	FAX#	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Requ Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamb er.com	No
					No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	
	D: 10/	817.429.2323,		aicct@aicct.com	Yes
American Indian CoC American Women in Radio and	Diana Woodward	x11		<u>aicci@aicci.com</u>	Yes
Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		No
Denton Black CoC		940.347.3252	940.382.9695	_	
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024	_	No
			972.416.6600		No
Metro Crest CoC - Carrollton		972.416.7874	912.410.0000	tpatterson@dallasconcilio.	Yes
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	org	Voc
				www.collogocontrol.com	Yes
Dallas County Community Colleges	Monique			www.collegecentral.com	Yes
Dallas Urban League	Johnson	214.915.4682	214.915.4601		V
DFW Association of Black					Yes
Communicators				info@dfwabc.org	NI
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No No
					No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhcoc@hotmail.com	
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		Yes
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		N.
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
TO THE PARTY OF THE	1			lonestaremmy@sbcglobal.	No
Lone Star Emmy				net	Yes
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.or g	res
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
	Michele Hauster			mhouston@smu.edu	Yes
SMU	Michele Houston	888.884.2630		innousion@smu.edu	No
Spots N' Dots	April Causey	x1		april@spotsndots.com	
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
1 10000.00111					No
UTA Career Services	1		1	careers@uta.edu	

Referral Source(s) of Hiree(s): Industry Referral and current employee referral 5) Job Title: New Business Account Executive (2) EMAIL ADDRESS / WEB Did Recruitment Source Request CONTACT FAX# Notification? (Yes/No) PHONE # NAME SITE PERSON No 817.472.6368 817.688.8225 African American CoC of Arlington No 817.485.1061 817.475.4783 All Asian American CoC No bselman@fortworthchamb 817.877.4034 er.com Barbara Selman 817.336.2491 Fort Worth CoC - Job Links No 972.241.8270 info@gdaacc 972.241.8250 Greater Dallas Asian American CoC Yes 817.429.2323. aicct@aicct.com American Indian CoC Diana Woodward x11 Yes American Women in Radio and alotz@awrt.org Amy Lotz Television (AWRT) No Trish@cynopsis.com Trish Pihonak Cynthia's Cynopsis Yes 214.421.5510 Carmen Humble 214.421.5200 Dallas Black CoC No 940.382.9695 940.347.3252 Denton Black CoC No 817.332.6438 Fort Worth Metropolitan Black CoC No 817.756.0933 254.412.0988 Heart of Texas Black CoC No 972.293.9024 972.780.4999 Best Southwest CoC No 972.416.7874 972.416.6600 Metro Crest CoC - Carrollton Yes tpatterson@dallasconcilio. 214.818.0481 214.818.0485 Toni Patterson org Dallas Concilio Yes www.collegecentral.com **Dallas County Community Colleges** Yes Monique 214.915.4682 214.915.4601 Johnson Dallas Urban League Yes DFW Association of Black info@dfwabc.org Communicators No 817,795,9499 Paulene 469.688.7636 Artlington Hispanic CoC No 254.754.3456 Central Texas Hispanic CoC - Waco 254.754.7111 No 940.565.1917 dentonhcoc@hotmail.com 940.565.1919 Denton Hispanic CoC Yes Gloria Martinez gloria.martinez@fwhcc.org or william.giron@fwhcc.org 817.625.5411 Fort Worth Hispanic CoC or William Giron No 972.642.4116 Grand Prairie Hispanic CoC 512.476.7502 512.476.6417 Greater Austin Hispanic CoC Yes Myra Mendoza 214.521.6007 214.520.1687 Greater Dallas Hispanic CoC No 972.488.2224 972.488.2226 gdkacc@yahoo.com Greater Dallas Korean American CoC N/A KTVT/KTXA Web Site N/A N/A www.cbs11tv.com lonestaremmy@sbcglobal. No Lone Star Emmy net secretary@naacpdallas.or Yes 214.394.7779 Andrea Clark **NAACP** -Dallas g No 210.225.0462 210.225.2485 San Antonio Hispanic CoC Yes Michele Houston mhouston@smu.edu SMU 888.884.2630 No Spots N' Dots april@spotsndots.com April Causey х1 Yes 817.515.6378 **Tarrant County Colleges** No careerservices@tcu.edu **TCU Career Services** No TAB www.tab.org No TVJobs.Com www.tvjobs.com No careers@uta.edu **UTA Career Services** Yes Women's Center of Tarrant County 817.927.0694

6) Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the preceding year.

	Name of Hiree	Name of Recruitment Source
(1)		Industry Referral
(2)		Industry Referral
(3)		Industry Referral
(4)		Internal Posting
(5)		Current Employee Referral
(6)		Industry Referral
(7)		Internal Transfer
(8)		Current Employee Referral
(9)		Internal Posting
(10)		Internal Promotion
(11)		Previous Employee Rehire
(12)		Industry Referral
(13)		Current Employee Referral

7) Total # of Interviewees Referred by Each Source: For the period from 4/01/08 to 3/31/09, this Employment Unit interviewed 43 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source	Number of Intervi	ewees Referred
(1) Agent	<u>0</u>	
(2) <u>BCFM</u>	<u>0</u>	
(3) CBS Television Station Group	<u>1</u>	
(4) Current Employee Referral	<u>4</u>	
(5) Former Employee	<u>2</u>	
(6) Graeme Newell's Marketing Ideanet Newslett	ter <u>0</u>	
(7) Industry Referral	<u>5</u>	
(8) Internal Posting	<u>8</u>	
(9) KTVT/KTXA Website	<u>23</u>	
(10) Talent Dynamics	<u>0</u>	
(11) TVJOBS.com Website	<u>0</u>	
(12) TWC Website	<u>0</u>	

- 8) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.
 - (a) Job Fairs. (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
"Survive in '09" free video resume fair for viewers of KTVT and KTXA in Fort Worth office. Resumes were then posted online for prospective employers (including stations) to review.	March 5 th – Fort Worth location	Lori Conrad, Director of Communication; Chris Best, Managing Editor (KTXA)
"Survive in '09" free video resume fair for viewers of KTVT and KTXA in Dallas office. Resumes were then posted online for prospective employers (including stations) to review.	March 5 th – Dallas location	Lori Conrad, Director of Communication; Chris Best, Managing Editor (KTXA)

(b) Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Darius Hopkins Southwestern College Senior Sports Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
2. Theresa Nelson SMU Junior Anchor/Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
3. Patrick Gregg Fielder SMU Senior Investigative Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
4. E'rissha Curry UT Commerce Junior Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
5. Natalie Brown Stephens SMU Junior Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
6. Marcella Young University of Oklahoma Junior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
7. Emily Blanding University of Oklahoma Junior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
8. Hope Ekwue UTA Junior Producer	May 2008 To August 2008	Denise Bunkley Community Affairs News Department

9. Devynn Drolet UTA Junior Producer	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
10. Jacob Bonnaber University of Alabama Junior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
11. Christy Vutam SMU Senior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
12. Yusi Cheng TCU Senior Producer	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
13. Tristal Neal Mississippi State University Junior Anchor/Reporter	July 2008 To August 2008	Denise Bunkley Community Affairs News Department
Jeff Perry Mississippi State University Senior Meteorology	May 2008 To August 2008	Garry Seith Chief Meteorologist KTXA News Department
15. Casey Phillips University of Missouri Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
16. Kacee McCulley Northwestern Oklahoma State University Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
17. Kacie McMahon Texas A&M University Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
18. Justin Woodard Jesuit Spring Hill College Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
19. Andy Burrell TCU Senior Sports	January 2009 To May 2009	Dandy Killeen Executive Sports Producer News Department
20. Matt Smith UNT Senior Sports	January 2009 To May 2009	Dandy Killeen Executive Sports Producer News Department
21. Kacie McMahon Texas A&M Senior Sports	January 2009 To May 2009	Dandy Killeen Executive Sports Producer News Department

(c) Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Mesquite HS Student Government Day	4/11/08	Tracy Kornet, Anchor
2. Fifth Annual Education Hall of Fame Induction Ceremony	4/12/05	Steve Pickett, Reporter
Celebrity Speaker, Temple Christian School	4/18/08	Jeff Jamison, Meteorologist
Panel of successful journalists – sponsored by SMU Journalism Department	4/29/08	Tracy Rowlett, Anchor
5. Summer reading program, Summerglen Library	7/17/08	Garry Seith, Meteorologist
6. FW Central Library summer reading program	7/17/08	Garry Seith, Meteorologist
7. Guest speaker in PR class at UTA	11/11/08	Tracy Kornet, Anchor
8. Guest Speaker for Video Technology Program at Southwest HS	1/26/09	Joel Thomas, Reporter
9. Guest Speaker at UTD Media Class	2/11/09	Stephanie Lucero, Reporter
10. Guest Speaker at UTD Leadership Conference	2/20/09	Tracy Kornet, Anchor
11. Guest Speaker at Federal TRIO program event sponsored by UTA	2/21/09	Stephanie Lucero, Reporter
12. Guest Speakers at Berkner HS	3/6/09	Jeff Jamison, Meteorologist; Scott Sams, Anchor

(d) **Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
Distribution of the 2008 version of the CBS Business Conduct Statement, which summarized the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; ongoing	All Employees	Reading material, which required an Employee and Director Certification form to be completed and returned to Human Resources by all Full-Time employees
2. All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (also found in the HR Policy Manual) which all employees receive at the time of their hire; Ongoing	All Employees	Reading material to provide awareness to all newly hired employees and managers of the EEO, Non- Discrimination, and Anti-Harassment policies

O(100)	3. On-line distribution of Eye on Ethics training modules: (1) On-Line Business Conduct Statement; (2) E-Mail: Think Before You Click Vignette (3) Preventing Harassment: Employee Respect. This is ongoing.	All Employees	Internet driven training session with reading modules, Q&A and evaluation test. Passing grade is mandatory for continued employment.
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